

104TH CONGRESS
2D SESSION

H. R. 3791

To amend the Public Health Service Act with respect to employment opportunities in the Department of Health and Human Services for women who are scientists, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 11, 1996

Ms. SLAUGHTER introduced the following bill; which was referred to the
Committee on Commerce

A BILL

To amend the Public Health Service Act with respect to employment opportunities in the Department of Health and Human Services for women who are scientists, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “HHS Women Scientist
5 Employment Opportunity Act”.

6 **SEC. 2. WOMEN’S SCIENTIFIC EMPLOYMENT.**

7 The Public Health Service Act (42 U.S.C. 281 et
8 seq.) is amended by adding at the end the following title:

1 “TITLE XXVII—WOMEN’S SCIENTIFIC EMPLOY-
2 MENT WITH DEPARTMENT OF HEALTH
3 AND HUMAN SERVICES

4 **“SEC. 2701. WOMEN’S SCIENTIFIC EMPLOYMENT.**

5 “(a) IN GENERAL.—

6 “(1) IN GENERAL.—For each agency specified
7 in paragraph (2), the Secretary, in collaboration
8 with the head of the agency, shall—

9 “(A) establish policies for the agency on
10 matters relating to the employment by the
11 agency of women as scientists, and periodically
12 review and as appropriate revise such policies;
13 and

14 “(B) monitor the extent of compliance with
15 such policies and take appropriate action in
16 cases in which the Secretary determines that
17 the policies have been violated.

18 “(2) SPECIFIED AGENCIES.—The agencies re-
19 ferred to in paragraph (1) are the National Insti-
20 tutes of Health, the Centers for Disease Control and
21 Prevention, the Food and Drug Administration, and
22 such other agencies or offices of the Department of
23 Health and Human Services as the Secretary deter-
24 mines to be appropriate.

25 “(b) CERTAIN FUNCTIONS.—

1 “(1) IN GENERAL.—In carrying out subsection
2 (a) with respect to a specified agency, the Secretary
3 shall provide for the following:

4 “(A) Determining the concerns of women
5 scientists employed at the agency.

6 “(B) Developing a policy defining the
7 standard tenure process for employment at the
8 agency.

9 “(C) Determining the reason for departure
10 from the agency by interviewing women and
11 men scientists as they leave.

12 “(D) Distributing yearly to all employees
13 of the agency of the policy of the agency on
14 flexible family leave.

15 “(E) Monitoring the number of women, in-
16 cluding minority women, included on the com-
17 mittees, panels, and other working groups (and
18 in meetings) of the agency.

19 “(F) Making efforts to recruit minority
20 women, based on the small numbers of tenured
21 minority women scientists.

22 “(G) Developing additional goals related to
23 women and minority women scientists at the
24 agency.

1 “(2) AGENCY-SPECIFIC PROVISIONS.—With re-
2 spect to the National Institutes of Health, in carry-
3 ing out subsection (a), the Secretary shall (in addi-
4 tion to activities under paragraph (1)) provide for
5 the implementation of the recommendations of the
6 group known as the Task Force on the Status of
7 NIH Intramural Women Scientists.

8 “(c) INCLUSION OF WOMEN ON INTRAMURAL AND
9 EXTRAMURAL CONFERENCES AND OTHER GROUPS.—

10 “(1) IN GENERAL.—The Secretary shall estab-
11 lish a policy at each specified agency of requiring in-
12 clusion of women scientists in greater numbers on or
13 in conferences, workshops, meetings, international
14 congresses, and other groups funded or sponsored by
15 the agency. Such policy shall provide for the inclu-
16 sion of not less than one woman scientist in each
17 such group, except as provided in paragraph (2).
18 This paragraph applies whether such groups are
19 held for employees of the agency headquarters, for
20 employees of field offices, or both.

21 “(2) EXCLUSION; WRITTEN EXPLANATION.—
22 The policy established in paragraph (1) may provide
23 that no woman scientist will be included in a group
24 for purposes of such paragraph if the Secretary pro-

1 vides a waiver of the requirement. The Secretary
2 may grant such a waiver only if—

3 “(A) the individual with the chief respon-
4 sibility for the group involved submits to the
5 Secretary a written request for the waiver and
6 the request provides an explanation of the rea-
7 sons underlying the need for the waiver; and

8 “(B) the Secretary makes a determination
9 that extraordinary circumstances justify provid-
10 ing the waiver.

11 “(d) STUDY ON PAY EQUITY.—

12 “(1) IN GENERAL.—For each specified agency,
13 the Secretary shall provide for a study to identify
14 any pay differences among men and women sci-
15 entists employed by the agency, both tenured and
16 untenured. The study shall include recommendations
17 on measures to adjust any disparities or inequities,
18 and shall identify a program to communicate infor-
19 mation on salary ranges to all employees.

20 “(2) REPORT.—Not later than 240 days after
21 the date of the enactment of the HHS Women Sci-
22 entist Employment Opportunity Act of 1996, the
23 Secretary shall complete the study required in para-
24 graph (1) and submit to the Committee on Com-
25 merce of the House of Representatives, and to the

1 Committee on Labor and Human Resources of the
2 Senate, a report describing the findings made as a
3 result of the study.

4 “(e) DEFINITIONS.—For purposes of this section, the
5 term ‘specified agency’ means an agency specified in sub-
6 section (a)(2).

7 “(f) AUTHORIZATION OF APPROPRIATIONS.—For the
8 purpose of carrying out this section, there are authorized
9 to be appropriated such sums as may be necessary for
10 each of the fiscal years 1997 through 1999.”.

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